

EXHIBIT P

From: Andrew Delaney <jdelaneyandrew@gmail.com>
Sent: Tuesday, October 1, 2019 3:31 PM
To: Neil Tsao <ntsaو@hirecounsel.com>
Cc: John Inderman <jinderman@hirecounsel.com>
Subject: Re: Did not receive on boarding documents

Thank you Neil I just receive them

On Tuesday, October 1, 2019, Neil Tsao <ntsaو@hirecounsel.com> wrote:

The recruiters tell me that it was sent to your personal email. I'm on my way back to the office. I'll help you find a computer to use to check your email if you can't access it from your phone.

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From: Andrew Delaney <jdelaneyandrew@gmail.com>
Sent: Tuesday, October 1, 2019 1:45:35 PM
To: Neil Tsao <ntsaو@hirecounsel.com>; John Inderman <jinderman@hirecounsel.com>
Subject: Did not receive on boarding documents

Did not receive on boarding documents - sorry. My colleagues did but I did not. Thank you Andrew